

CHAPTER 1017

CIVIL SERVICE EMPLOYEE RESIDENCY REQUIREMENTS

H.F. 2267

AN ACT related to civil service employees by providing cities with the authority to eliminate state residency requirements and modifying a city's authority to set distance or travel-based residency requirements.

Be It Enacted by the General Assembly of the State of Iowa:

Section 1. Section 400.17, subsection 3, Code 2016, is amended to read as follows:

3. a. Employees shall not be required to be a resident of the city in which they are employed, but they shall become a resident of the state within two years of such appointment or the date employment begins and shall remain a resident of the state during the remainder of employment. ~~However, cities~~ The state residency requirement under this paragraph "a" shall not apply to employees of a city that has adopted an ordinance to allow its employees to reside in another state and shall not apply to an employee of a city that later repeals such an ordinance if the employee resides in another state at the time of the repeal.

b. ~~Cities~~ may set a reasonable maximum distance outside of the corporate limits of the city, or a reasonable maximum travel time, that police officers, fire fighters, and other critical ~~municipal city~~ employees may live from their place of employment. ~~Each~~ An employee ~~residing outside the state~~ subject to a residency requirement based on distance or travel time who does not meet that residency requirement on the date of appointment or on the date employment begins shall take reasonable steps to ~~become a resident of the state~~ meet the requirement as soon as practicable ~~following appointment or beginning of employment,~~ and a city may provide the employee up to one year from the date of appointment or the date employment begins to meet the residency requirement.

Approved March 23, 2016